

The Influence of Motivation and Discipline on Employees' Work Productivity at PT Mowilex Indonesia Jakarta Barat

^{1*}Budhi Prabowo, ²Tri Yuliana, ³Aulia Darmawan, ⁴Guruh Dwi Pratama,
⁵Yuli Wahyudi

Universitas Pamulang, South Tangerang, Banten, Indonesia

Email : [1*dosen02034@unpam.ac.id](mailto:^{1*}dosen02034@unpam.ac.id)

(Accepted: July 2023; revised: August 2023; Published: September 2023)

ABSTRACT

The purpose of this study was to determine the effect of motivation and discipline on the work productivity of employees at PT Mowilex Indonesia, West Jakarta. The method used is quantitative. The sampling technique used saturated sampling and obtained a sample of 68 respondents. Data analysis using validity test, reliability test, classical assumption test, regression analysis, correlation coefficient, coefficient of determination and hypothesis testing. The results of this study are that motivation has a significant effect on employee work productivity with a determination coefficient value of 48.8% and the hypothesis test is obtained $t \text{ count} > t \text{ table}$ or $(7.938 > 1.987)$. Discipline has a significant effect on employee work productivity with a determination coefficient value of 47.8% and hypothesis testing obtained $t \text{ count} > t \text{ table}$ or $(7.775 > 1.987)$. Motivation and discipline simultaneously have a significant effect on employee productivity with the regression equation $Y = 8.109 + 0.387X_1 + 0.428X_2$. The coefficient of determination is 64.8% while the remaining 35.2% is influenced by other factors. Hypothesis testing obtained $F \text{ count} > F \text{ table}$ or $(59,888 > 2,750)$.

Keywords: Motivation, Discipline, Employee Productivity

INTRODUCTION

A company is an organization that has goals to achieve. The company's activities in achieving these goals require good human resource management so that the company is able to compete well and the human resources it has are able to work more effectively and efficiently.

Human resources are one of the factors that are directly involved in carrying out company activities and play an important role in increasing the company's work productivity in achieving the goals that have been set. Human resources are required to be able to overcome all challenges and are expected to be able to take advantage of opportunities and be able to meet the demands of needs, especially those that exist or come from the work environment.

PT Mowilex Indonesia is a manufacturer company engaged in the manufacturing sector which started producing the first paint products in Indonesia in early March 1970, and was based in West Jakarta. PT. Mowilex Indonesia expanded its wings in 2005 by opening branches in all regions and islands in Indonesia, such as the islands of Java, Kalimantan, Sulawesi, Bali and Sumatra.

PT Mowilex Indonesia continues to strengthen its domestic market share as one of the steps to face global competition and contribute to strengthening the growth of the domestic industry, therefore PT Mowilex Indonesia is determined to be a consistent company by maintaining the quality of its human resources so that all aspects needed to support work productivity can be maximally achieved.

Work productivity is an important component for measuring the level of success achieved. In its activities, companies must be able to increase work productivity from time to time. Good work productivity is able to show an increasing number of achievements and

fulfills good quality work, is able to take actions that are able to support work optimally, has good self-confidence in completing work, is fully responsible for his duties and obligations. Apart from that, employees also have the ability to overcome problems at work so that they can increase the company's competitiveness well. This is in line with Tohardi's theory in Sutrisno (2019):

PT Mowilex Indonesia assesses employee work productivity based on the results achieved by its employees. With a fairly large market opportunity, companies should be able to optimize sales well, but what has happened is that companies in the last few years have been less able to carry out sales strategies well, as proven by the empirical data that the author has collected shows a trend of less than optimal achievements.

Paint production achievements in 2018-2022 experienced fluctuating developments. In 2018 production reached 16,652 or 86.73%. In 2019 it decreased only to 16,336 or 86.43%. In 2020 production decreased again, only reaching 15,873 or 80.17%, in 2021 production also continued to decline, only reaching 15,421 or 75.59% and in 2022, production achievement conditions still decreased to 20,363 or 80.87%.

Every company must strive so that its employees are able to provide optimal work results, able to realize the goals that have been set. There are several factors that are suspected to be the cause of the decline in work productivity achievements, such as employees not having high motivation in carrying out their work and a lack of discipline within employees.

Thus, employees are required by the company to always be able to meet the production targets set by the company. Due to the targets that have been imposed on these employees, a problem arises in the amount of production at PT. Mowilex Indonesia. This is due to the minimal number of

additional new employees and a fairly large increase in production, resulting in employees of PT. Mowilex Indonesia is having difficulty meeting the targets set by the company. In this case it can also create a situation that puts pressure on the workforce of employees in the production section of PT. Mowilex Indonesia, as an individual cannot adapt immediately, they may perceive this as pressure that threatens them and over time can cause stress for employees

Based on the data presented in the table above, the authors suspect that it is due to the employee's work motivation which is still not optimal and there is still low discipline in obeying the rules made by the company.

Motivation is an important factor for someone to contribute to the company. In achieving organizational goals, employees need motivation to work more diligently, therefore the role of employees in the organization must be given more serious attention by the company. With high motivation, employees will work harder in carrying out their work. On the other hand, with low work motivation, employees do not have the enthusiasm to work, give up easily, and have difficulty completing their work.

Motivation will arise if people feel that all their needs are met, therefore if their needs are not met it will cause problems which will lead to several cases that often occur in companies, for example labor strikes, demands for wage increases and so on, this is a sign that there is dissatisfaction perceived by employees towards the company. The role of motivation is to

intensify these desires and desires, therefore it can be concluded that efforts to increase a person's work enthusiasm will always be related to efforts to motivate him so that to provide good motivation you need to know human needs.

This is in line with Maslow's opinion in Sutrisno (2019:55) which states that "motivation is a driving force that creates enthusiasm for a person's work, so that they want to work together, work effectively and be integrated with all their efforts to achieve satisfaction at work".

Motivation should be able to encourage enthusiasm for work within individuals to behave in order to find certain goals. Therefore, motivation is very important because it concerns individual needs which must be in accordance with organizational goals. Primary needs cannot be separated from the need to fulfill the necessities of life, thus the salary factor is also often an obstacle in companies. The aspect of fulfilling career advancement also needs to be considered considering that employees must become better individuals than their community. With the position they are aiming for, they will continue to improve the abilities and skills they already have to support their career.

Every company wants its employees to have good motivation in completing their respective jobs. However, there are conditions for employees at PT Mowilex Indonesia who have not reached the expected target. in the aspect of the ability to implement company goals, the ability to maintain togetherness in taking risks at work, the employee's ability to work together, the employee's ability to carry out work, and

Personal potential development in 2018 only reached an average of 74.7%, in 2019 it decreased slightly to 73.8%, again in 2020 it decreased again to 72.1%. In 2021 it decreased again to 71.4% and in 2022 it decreased again to 70.7%. Another factor that the author suggests is the cause of decreased work productivity is employee discipline which is still low. Employees who are not disciplined will clearly hinder the achievement of company goals.

Undisciplined actions will have an impact on the growth of the company organization. An employee is basically able to comply with the regulations set by the company. Company regulations are made with the aim that employees can comply with them, including keeping to work hours, obeying all existing rules within the company, obedience regarding behavior in carrying out their duties and obligations, obedience in upholding legal norms and other rules.

Enforcing discipline is important for the company, because discipline contains rules that employees must obey. With discipline, it is hoped that you can make your work as efficient as possible. Discipline can be seen as something that has great benefits, both for the interests of the organization and for employees. For organizations, discipline will ensure the maintenance of order and smooth implementation of tasks, so that optimal results are obtained. As for employees, a pleasant working atmosphere will be obtained so that it will increase enthusiasm at work. Employees must also have a high sense of responsibility to show our discipline at work, such as completing tasks on time. Disciplined workers not only always accept the tasks given, completing tasks perfectly is also a form of responsibility towards work. This is in line with the opinion of Singodimedjo (2019: 86), stating that "discipline is an attitude of a person's readiness and willingness to obey and comply with the regulatory norms that apply around him."

It is also important for companies to socialize all company rules and regulations so that employees can understand them and monitor them and carry out good controls so that there are no obstacles that can slow down the achievement of company goals. In this way, employees can carry out their duties with full awareness and can develop their energy and thoughts as fully as possible

in order to realize the organization's goals.

Many aspects and main rules made by the company are still violated by employees. In 2018 the number of violation cases, whether arriving late to the office, being negligent (without giving news or returning early, was 44 cases of violation or reaching 14.7%. In 2019 the number of violation cases increased to 46 cases or reaching 15.3%. In 2020 the number of violation cases increased again to 49 cases or reached 16.3%. In 2021 the number of violation cases again increased to 55 cases or reached 18.3% and in 2022 the number of violation cases reached 61 cases or reached 20.3% if the average annual violation cases are calculated as much as 17.0%.

Motivation as a driving force for actions and directing employees to complete work in achieving goals and encouraging employees to behave in a disciplined manner at work which is the key to the success of a company or organization with human resource policies in carrying out their work duties and discipline is really needed by every employee because it is a means to train personality employees to always show good work productivity.

Based on the background of the problems above, the author is interested in conducting further research with the title: "The Influence of Motivation and Discipline on Employee Work Productivity at PT Mowilex Indonesia West Jakarta".

METHODS

This research is a type of quantitative research, as stated by Sugiyono (2019: 8), who defines quantitative research as a research method based on the philosophy of positivism. This method is used to investigate certain populations or samples by collecting data through research instruments and quantitative or

statistical data analysis. The aim is to test the hypothesis that has been established. In this context, research was conducted with the aim of examining the influence of motivation and discipline on employee work productivity.

The research site was conducted at PT Mowilex Indonesia, which is located on Jl. Raya Daan Mogot No.2a, Kedaung Kali Angke, Cengkareng District, West Jakarta City, Special Capital Region of Jakarta 11710. As expressed by Sugiyono (2019:13), a research location is a location where scientific data is obtained for a specific purpose regarding the research object .

In addition, this research was carried out over a period of 4 months, starting from January 2023 to April 2023. The entire research process was carried out in stages, covering steps such as writing research title proposals, proposal seminars, perfecting proposal material,

making research instruments, collecting primary data and secondary, data processing, to the preparation of thesis reports according to the needs and stages of the research that have been arranged.

RESEARCH RESULTS

1. Normality

The normality test is carried out to test whether in the regression model, the dependent variable and independent variables have a normal distribution or an abnormal distribution. A good regression model is the data distribution is normal or close to normal. To ensure the assumption that the equation is normally distributed, a measuring instrument approach is used to calculate the residual of the dependent variable.

Table 1. Results of the Normality Test with the Kolmogorov-Smirnov Test
Tests of Normality

	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistics	df	Sig.	Statistics	df	Sig.
Employee Work Productivity (Y)	0.096	68	0.2	0.976	68	0.212

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

2. Multicollinearity Test

The mutlicollinearity test is carried out to ensure that the independent variables do not have multicollinearity or do not have a correlation between the independent

variables. A good regression model should have no correlation between independent variables. This test can be done by looking at the Tolerance Value and Variance Inflation Factor (VIF).

Table 2. Multicollinearity Test Results
Coefficients^a

Model	B	Unstandardized Coefficients std. Error	Standardized Coefficients Betas	Collinearity Statistics			
				tolerance	VIF		
(Constant)	8.11	2,791		2.91	0.005		
1 Motivation (X1)	0.39	0.069	0.474	5.61	0	0.759	1.318
Discipline (X2)	0.43	0.079	0.459	5.43	0	0.759	1.318

Based on the results of the multicollinearity test in the table above, the tolerance value for the motivation variable is 0.759 and the discipline variable is 0.759, this value

is less than 1, and the Variance Inflation Factor (VIF) value for the motivation variable is 1.318 and the discipline variable is 1.319, this value is less than 10. Thus This regression

model is stated to have no multicollinearity interference.

3. Autocorrelation Test

The autocorrelation test is intended to determine whether or not there are correlation deviations between sample members. To determine the presence of

autocorrelation, the Durbin-Watson (DW) test is carried out by comparing the Durbin-Watson value with the criteria or guidelines for interpretation. The criteria for the Darbin-Watson Test (DW Test) guidelines that are used as a reference are as follows:

Table 3. Autocorrelation Test Results with Durbin-Watson Summary modelb

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.805a	0.648	0.637	2,149	1,728

a. Predictors: (Constant), Discipline (X2), Motivation (X1)
 b. Dependent Variable: Employee Work Productivity (Y)

Based on the test results in the table above, this regression model does not have autocorrelation, this is proven by the Durbin-Watson value of 1.728 which is in the interval 1,550 – 2,460.

4. Heteroscedasticity Test

Heteroscedasticity testing is intended to test whether in a

regression model there is inequality of residual variance. One way to detect whether heteroscedasticity is present or not is with the Glejser test where the results of this test can be seen whether in the regression model there is an inequality of variance from one residual observation to another observation.

Table 4. Heteroscedasticity Test Results Using the Glejser Test Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	std. Error	Betas			
(Constant)	-2,614	1,566			-1.67	0.1
1 Motivation (X1)	0.041	0.039		0.144	1.07	0.29
Discipline (X2)	0.075	0.044		0.228	1.7	0.1

a. Dependent Variable: RES2

DISCUSSION OF RESEARCH RESULTS

1. Effect of Training on Employee Performance

Variable Training has a positive and significant effect on the performance of employees of PT. BFI Finance Indonesia Tbk, South Tangerang city. because from the results of the t test where the t count > t table (2.119 > 1.670) and a significance value of 0.038 < 0.05 or 5% so that Ho is rejected and Ha is accepted, it means that training has been a positive and significant effect on the

performance of employees of PT. BFI Finance Indonesia Tbk.

The results of this study are in line with research conducted by Nancy Yusinta, Feriza Fadhil (2015) entitled "The Effect of Employee Training on Employee Performance at CV. Cibalung Happy Land Bogor" the results of this study show that training has a positive effect on employee performance.

2. The Effect of Motivation on Employee Performance

Variable Training has a positive and significant effect on the performance of employees of

PT. BFI Finance Indonesia Tbk, South Tangerang city. because from the results of the t test where the t count $>$ t table ($2,408 > 1,670$) and a significance value of $0.019 < 0.05$ or 5% so that H_0 is rejected and H_a is accepted, meaning that motivation has a positive and significant effect on the performance of PT employees. BFI Finance Indonesia Tbk.

The results of this study are in line with research conducted by Muhamad Abid et al (2020) entitled "The Influence of Motivation on Employee Performance at PT. Unggul Abadi Jakarta" the results of this study show that there is a strong influence between motivation on employee performance.

3. Effect of Incentives on Employee Performance

Variable Training has a positive and significant effect on the performance of employees of PT. BFI Finance Indonesia Tbk. because from the results of the t test where the value of t count $>$ t table ($2.385 > 1.670$) and a significant value of $0.020 < 0.05$ or 5% so that H_0 is rejected and H_a is accepted, it means that incentives have a positive and significant effect on the performance of employees of PT. BFI Finance Indonesia Tbk, South Tangerang city.

The results of this study are in line with research conducted by Silfiati (2018) entitled "The effect of incentives, training and the work environment on employee performance at the Bukopin Sharia Bank Surabaya Branch" The results of this study indicate that

the variable incentive training simultaneously and jointly has a positive and significant effect on employee performance.

Variables Training, Motivation, and Incentives have a significant effect on Employee Performance at PT. BFI Finance Indonesia Tbk, South Tangerang city. Because of the results of the F test, the value of Fcount is greater than Ftable or equal to $24.295 > 2.76$. In addition, it is known that the sig. smaller than 0.05 or $0.000 < 0.05$ then H_0 is rejected and H_a is accepted.

The results of this study are in line with research conducted by Adi Esti Mulyasari, Rimansyah and Benny Usman (2020), entitled "The Effect of Competence and Incentives on Employee Performance at PT. Hijau Lestari Raya Fibreboard Pematang Palas" the results of this study indicates that there is a significant effect between incentives together on employee performance.

CONCLUSION

The results of this study indicate that factors such as training, motivation, and incentives have a positive and significant impact on employee performance at PT. BFI Finance Indonesia Tbk, South Tangerang City. Training has proven to be an important means of enhancing employees' skills and knowledge, thus having a positive impact on their performance. In addition, motivation also has a strong role in encouraging employee enthusiasm and dedication in carrying out their duties better. Offering incentives as a form of additional appreciation beyond the main salary is also proven to provide incentives

for employees to achieve better performance. Furthermore, the results of the study show that overall, the combination of these three factors has a significant impact on achieving better performance in this company.

REFERENCES

- AA Anwar Prabu Mangkunegara 2012. Human Resource Management. Bandung: PT. Rosdakarya youth.
- Adha, et al (2019), The Influence of Work Motivation, Work Environment, Work Culture on Employee Performance at the Jember District Social Service, Journal of Science and Technology Research, no. 1, vols. 4, pp.47-62.
- Adi Esti Mulyasari, Rimansyah and Benny Usman, Journal of Media Wahan Ekonomi Vol. 17 No.3 (2020)
- Afandi, P. (2018). Human Resource Management (Theory, Concept and Indicators). Riau: Zanafa Publishing.
- Andrew E, Sicula. 2016. Human Resource Management. Jakarta: PT. Erlangga
- Arif Yusuf Hamali. 2016. Understanding human resource management. Yogyakarta: Center for Academic Publishing Service
- Citra Neza et al, JOM Vol. 17 No. 1 (2020) Scientific Journal The Effect of Training on Performance with Work Motivation as a Mediating Variable in Employees of PT. X January 2020 Journal of Management and Business Review
- Fahmi, Irham. 2017. Human Resource Management Theory and Application. Bandung: CV. Alfabeta
- Flippo, Edwin B. 2013. Personnel Management, Edition. VII Volume II, Translated by Alponso S, Erlangga, Jakarta.
- Harsuko Riniwati. 2016. Human Resource Management (Main Activities and Development of Human Resources). UB Press Publisher. Poor
- Hendaris Adriyanto, Agung Gita Subakti Journal of Indonesian Tourism, Hospitality and Recreation Scientific Journal The Influence of Training, Motivation and Competence on Employee Performance (Case Study of Hotel Sahid Jaya Lippo Cikarang) Vol 1, No. 2 (2018)
- Hendy Tannady. 2017. Human Resource Management. Expert. Yogyakarta
- Hersey, Paul and Kenneth. H. Blanchard, Bureaucratic Leadership, Translation of Harbani Pasolong, (2013), Alfabeta, Bandung.
- Herzberg, Frederick. 2013. Herzberg's Motivation-Hygiene Theory and Job Satisfaction in The Malaysian Retail Sector: The Mediating Effect Of
- Hofmann, Erik, Daniel Maucher, Martin Kotula, and Oliver Kreienbrink (2014). Supplier Evaluation and Performance Measurement on the Buyer-Supplier Relationship Level. Performance Measurement and Incentive Systems in Purchasing. 3, 93-127. Springer

- Indra Marjaya, Fajar Pasaribu, Scientific Journal of Master of Management Vol 2 (2019) Scientific Journal The Influence of Leadership, Motivation, and Training on Employee Performance Intervening at PT. Trio Corporate Plastic (Tricopla). Agora.
- Josephine, A. (2017). The influence of the work environment on employee performance in the production section through work motivation as an intervening variable at PT. Trio Corporate Plastic (Tricopla). Agora, 5(2).
- Kadarisman, M. (2012). Human Resource Development Management. Jakarta : Rajawali Press.
- Kaswan. 2016. Theories of Training and Development. Alfabeta Publishers. Bandung
- Lijan Poltak Sinambela & Saron Sinambela 2017. Performance Management, Measurement, and Performance Implications. Jakarta, PT Rajagrafindo Persada
- Mahsun, Mohamad. 2012. Public Sector Performance Measurement: First publication. Yogyakarta: BPFY-Yogyakarta Publisher.
- Malayu SP. Hasibuan, 2015, Human Resource Management, Revised Edition. : Earth Literature, Jakarta.
- Muhamad Abid et al, Journal of Effective Economics Vol. 3 No. 1 (2020) Scientific Journal The Effect of Motivation on Employee Performance at Pt. Eternal Excellence in Jakarta
- N. Fate, Martin Stemicroyal Journal. Vol 1 (2018) Scientific Journal The Influence of the Work Environment and Incentives on Employee Performance
- Sedarmayanti. 2017. HR Planning and Development to Improve Competency, Performance and Work Productivity. PT Refika Aditama. Bandung
- Siagian, 2013, Human Resource Management, Bumi Script, Jakarta.
- Silfiati Journal of Master of Management Nobel Indonesia Vol 2 No 4 (2021)
- Sinambela, Lijan Poltak. Human Resource Management. Jakarta : PT Bumi Aksara. 2017.
- Sopa Martina et al, Journal of Tourism Vol. 1 No.1 (2014) Scientific Journal of Descriptive Study of Gasibu Tourism Attraction as Traditional Tourism
- Sri, Larasati. 2018. Human Resource Management. First Print.. First Print. CV. Budi Utama: Yogyakarta.
- Sutrisno, Edy. 2016. Human Resource Management. Eighth Printing. Jakarta: Prenadamedia Group
- Veithzal Rivai. 2011. Human Resource Management for Companies. Jakarta: PT. King of Grafindo Persada.
- Widodo, Suparno Eko. Human Resource Development Management. Yogyakarta: Learning Library, 2015.
- Winardi, J. 2016. Motivation and Motivation in Management. Jakarta: Raja Grafindo Persada